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Selection of new volunteers

by organizations non for profit active in the broader socio-cultural and educational field of modern societies.

Strategy

How to reach them??

Depending on organisation type and the social relations in local community

Connecting to : VET centers , Schools, Teachers, other NGOs, etc

Visibility of relevant or related to the volunteering actions [in order to attract new comers] ; Posters, leaflets, other information about through e-mails , training seminars, etc

Coming in contact . Steps to 'get involved'

- **Informing about European projects –focus to YOUTH**

Purpose of this question:

- To investigate if the youngsters are familiar to this
- To ask if they know about the concept of volunteerism
- To give an answer to their job search strategies and to broaden their view on being social active
- To those being familiar to ask about their experience .. if they continue being active as volunteer or if they like to transfer their own experience through this new project

- **Pre final selection step : Invitation** to those giving a positive answer and expressed their willingness to learn about more .

Providing them a questionnaire – see attached TOOL1 – in order the organizers to understand more specifically :

- The motivation behind
- The intercultural and open personality



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- The values of the person
- Leadership and cooperation attitude
- Willingness to offer
- Time of their daily life

• **Definite selection. Criteria for the final selection**

- Time to give – free time
- Willingness to learn about [some of them asked for more specific information and tools about Youth projects]
- Being in search of job opportunities
- Good persons
- Open to european activation and mobility
- Skills of learning to learn

How this final selection happened/-es

through several group or individual practices in a period of 1-3 months such as:

Warming up activities : participating in several meetings, actively

Group orientation [vision & mission] : who can cooperate, who asks for learning material on the topic, ideological preparation, good practices critical reading , etc

Personal relations : spreading and sharing e-mails or being shy or need motivation to

Commitment: reliable in small tasks delivery as volunteer



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TOOL 1¹

*A structure of **an open questionnaire** that can stimulate the 'interview' on why someone wants to become or is activated as volunteer and being in interest to continue get involved within this specific project*

Personal information	Gender – age – educational background – Family status – place of birth , native / migrant / emigrant , place of origin
Professional status / job situation	Job situation Working hours / day Working status [employee , employer, unemployed , other] Relevance of studies with job position : 12345 [1 less 5 total]
Motivation : personal	Religious /Culture Community culture Personal experience [strong event influence attitude on active involvement] The role of media Support / no support from peers / family / other : explain Other
Group dynamics	Culture of cooperation Concentration
Leadership	Leadership approach A leader must [5-10 do] A leader don't [1-5]
Constraints	Financial / Time / Values / Other

¹ the questionnaire is based on **GRUNDTVIG –LP** project 'get involved through peer mentoring' and being one of the tools produced within.[soon to be uploaded in website]

Get
Involved
through peer mentoring



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About volunteers :

What do you think about
positive / negative
representations??

[according to own experience] Characteristics